Real Estate Workforce Development Survey

Overall Quantitative Results/
Selected Comments from

660 respondents of ~ 1150 addressees

June 2002

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27 June 2002

Overall Survey Summary

- Excellent response rate
- ~ 50 pages of comments, “other” responses
- Unexpected Information
- Pros and Cons

Pro’s and Con’s

- **“This survey is of no use unless it is used for more than a good read. Thank you for asking for our input. “**

- **“DO NOT BOTHER IF YOU ARE ONLY GOING TO GIVE "LIP SERVICE". THIS IS A GREAT SURVEY, BUT WILL IT BE USED TO BENEFIT THE EMPLOYEES.”**

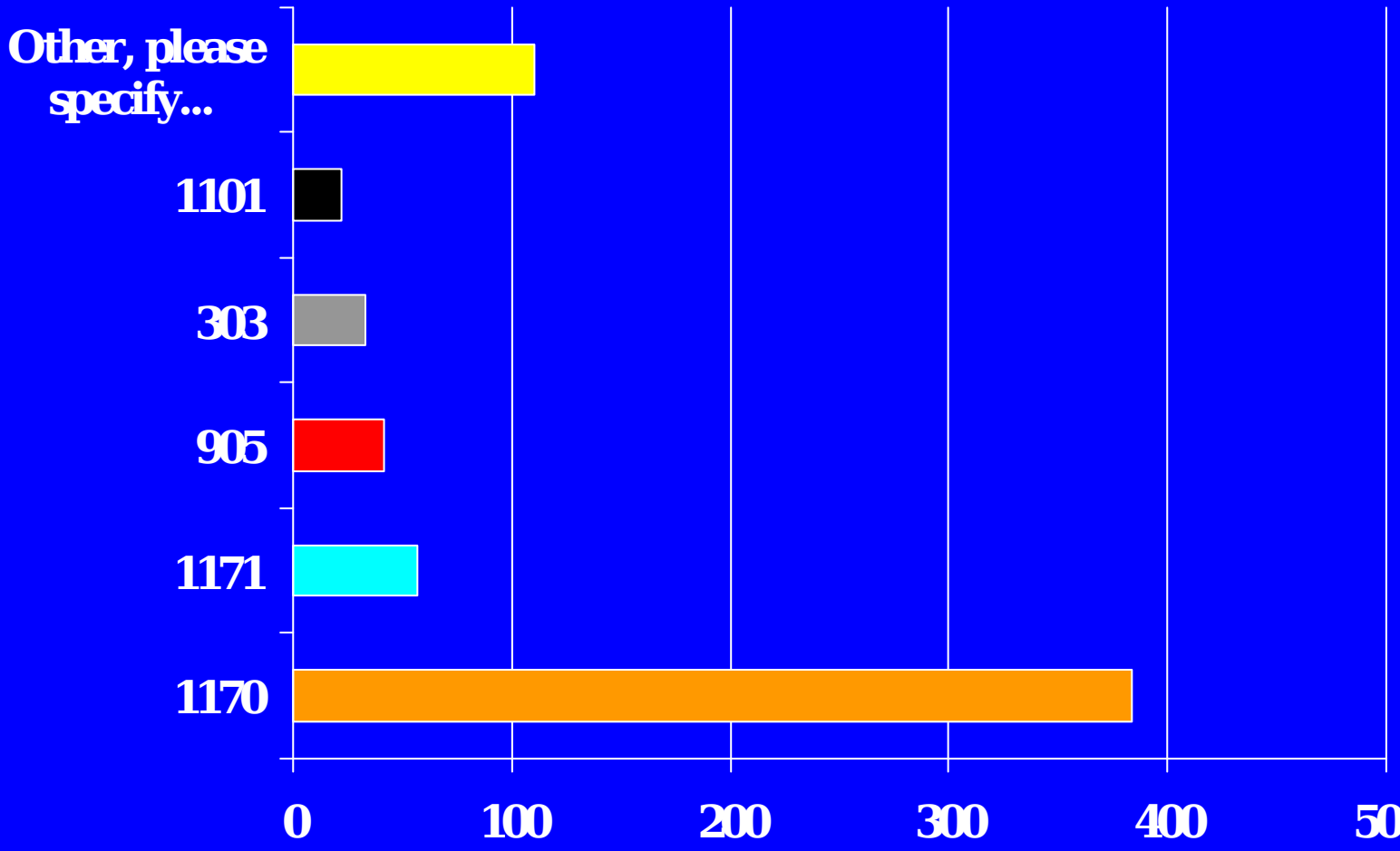
Outline of Survey / Presentation

- Respondents' Characteristics
- Program Management tools and Relationships
  - Website, IDPs, Career Program Managers
- Training, Counseling, Mentoring
- Quoted Comments
- Conclusions

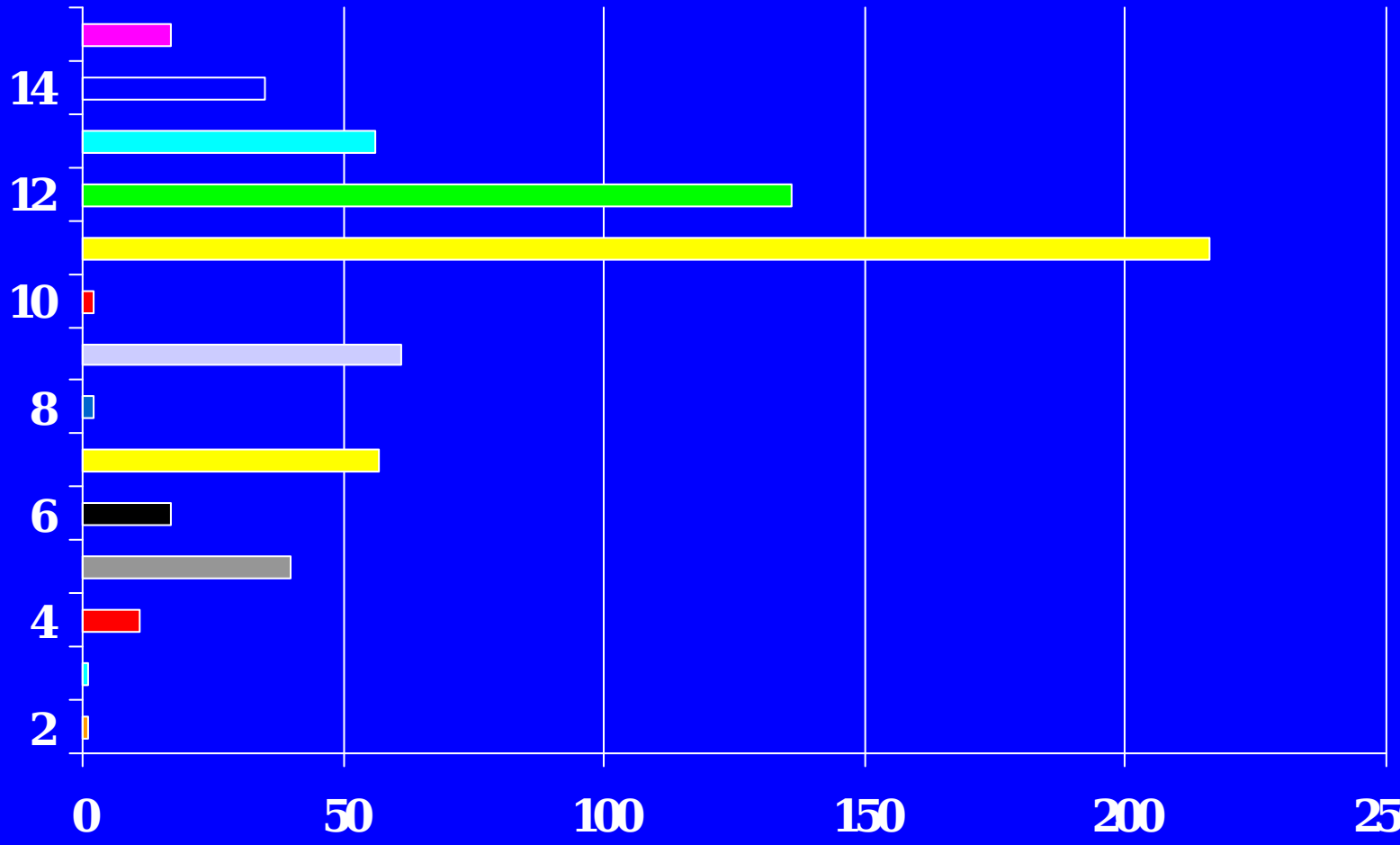
Summary of Respondents

- High rate of responses (~60%)
- More than half in 1170 Job Series
- Half in grades 11 and 12
- College Degree Most Typical Level of Education Experience
- 5/6 with current IDP
- One Third Licensed,
- One Third Now or Soon Retirement Eligible

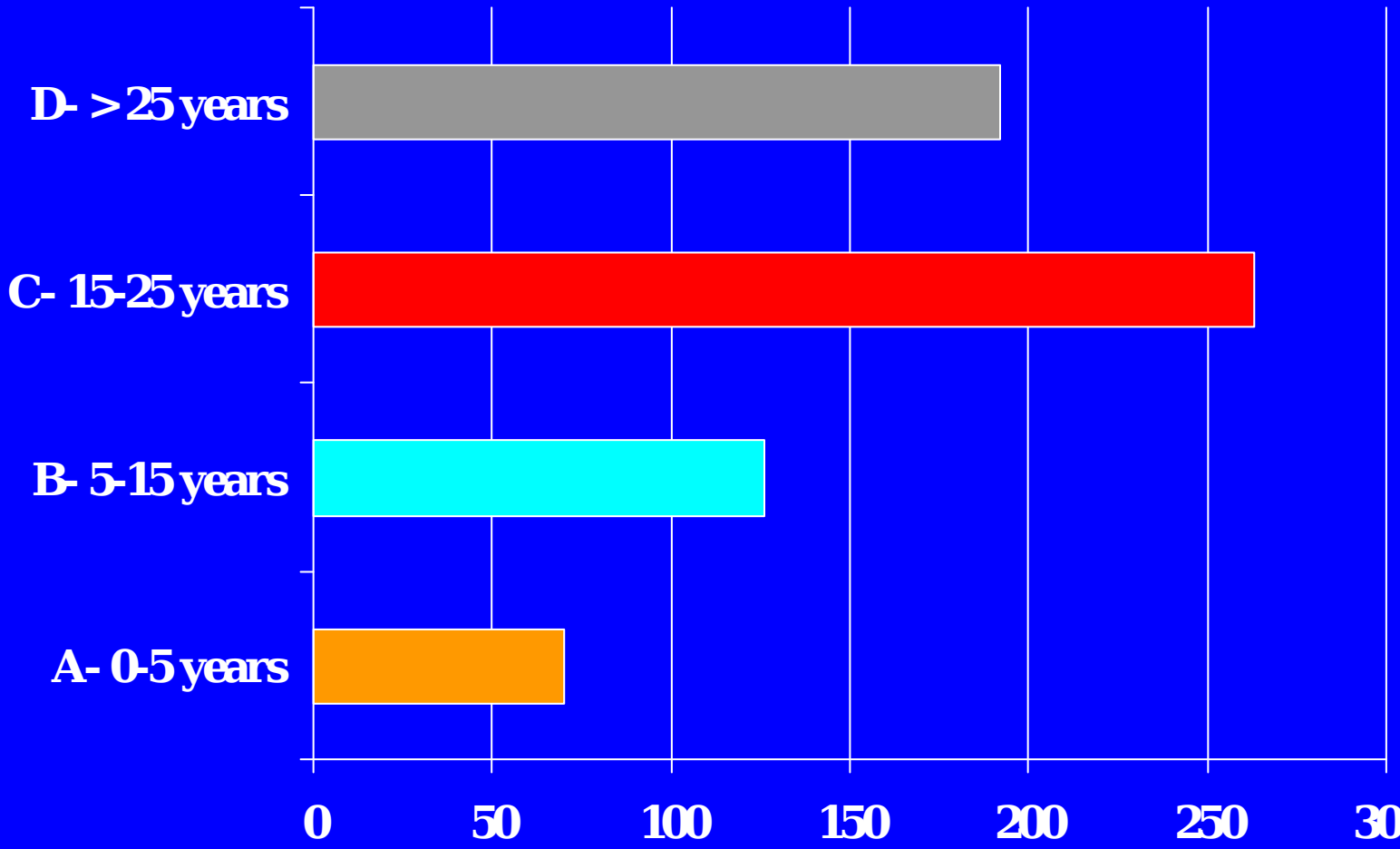
1.Please identify your job series.



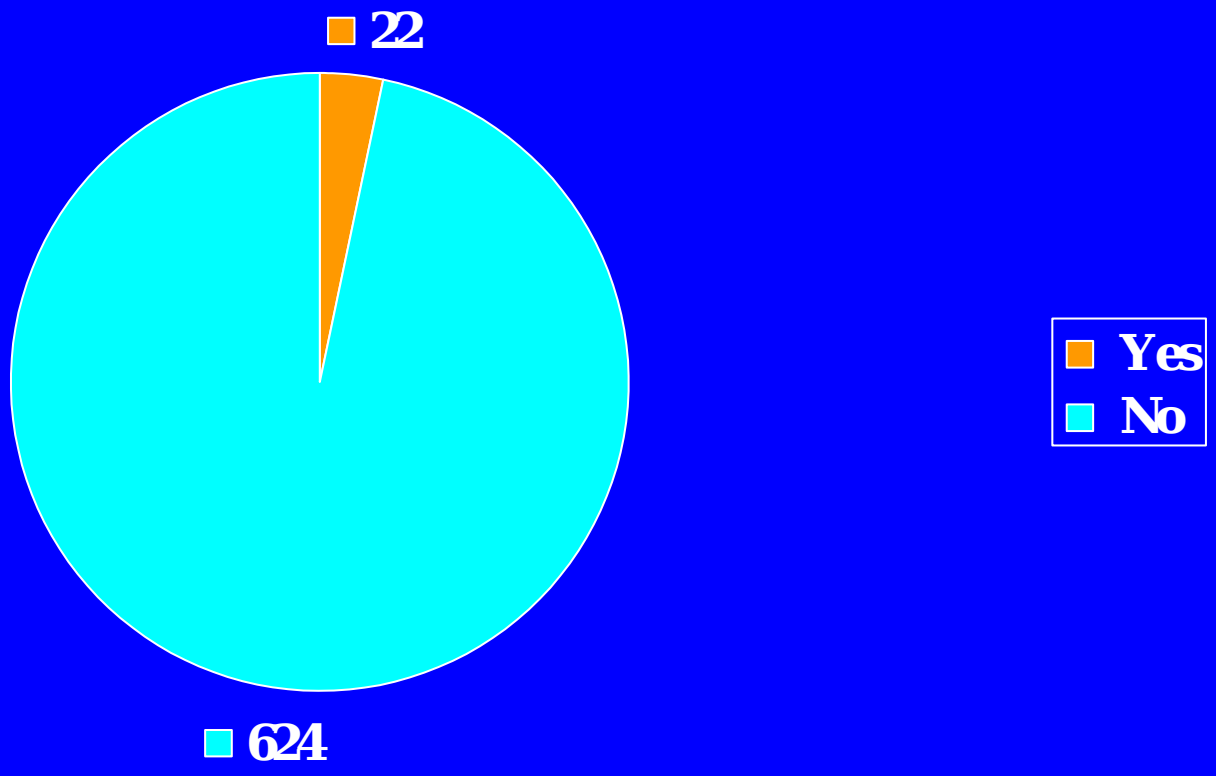
2. Please Indicate Your Grade Level.



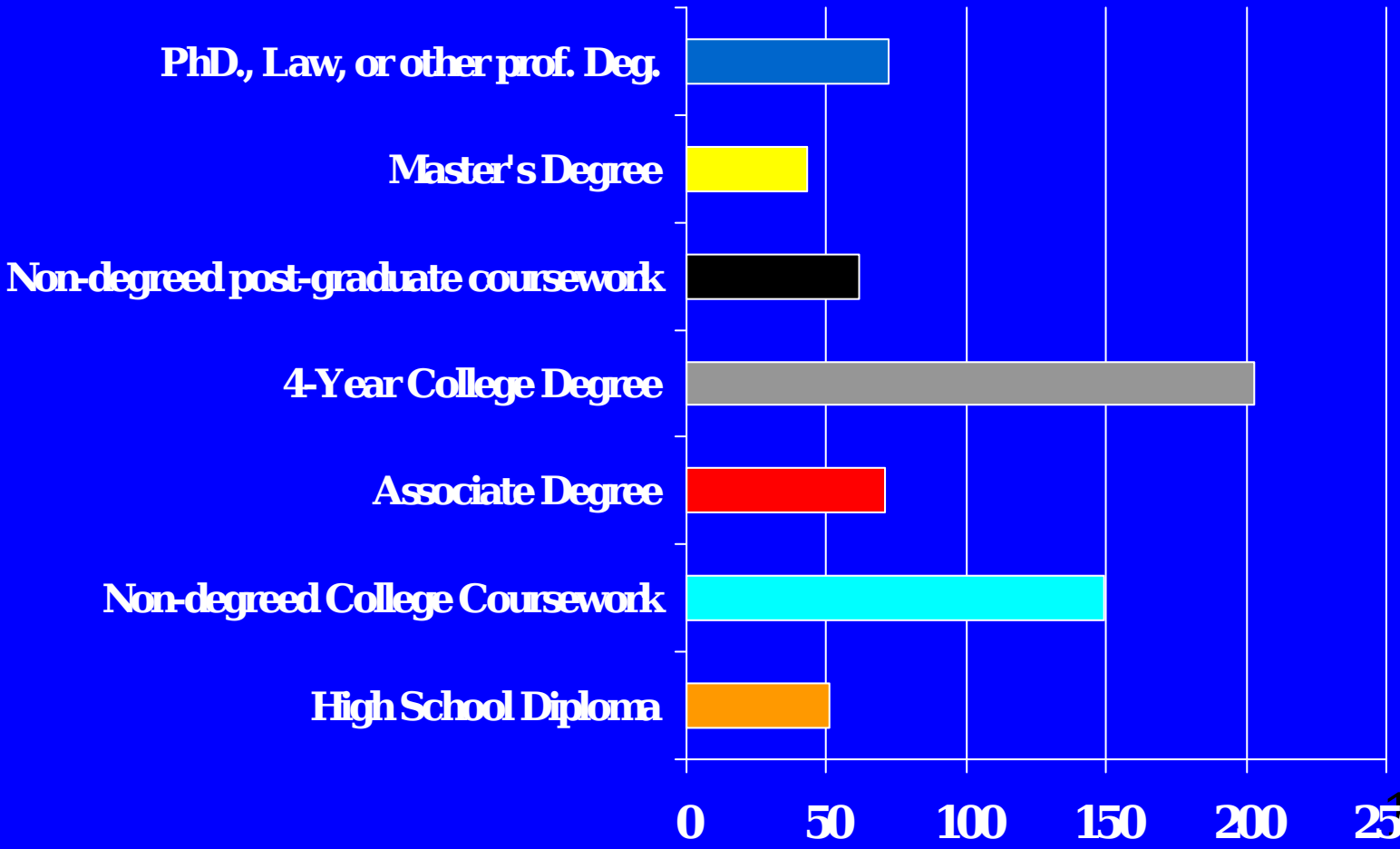
3. What Is Your Length of Service?



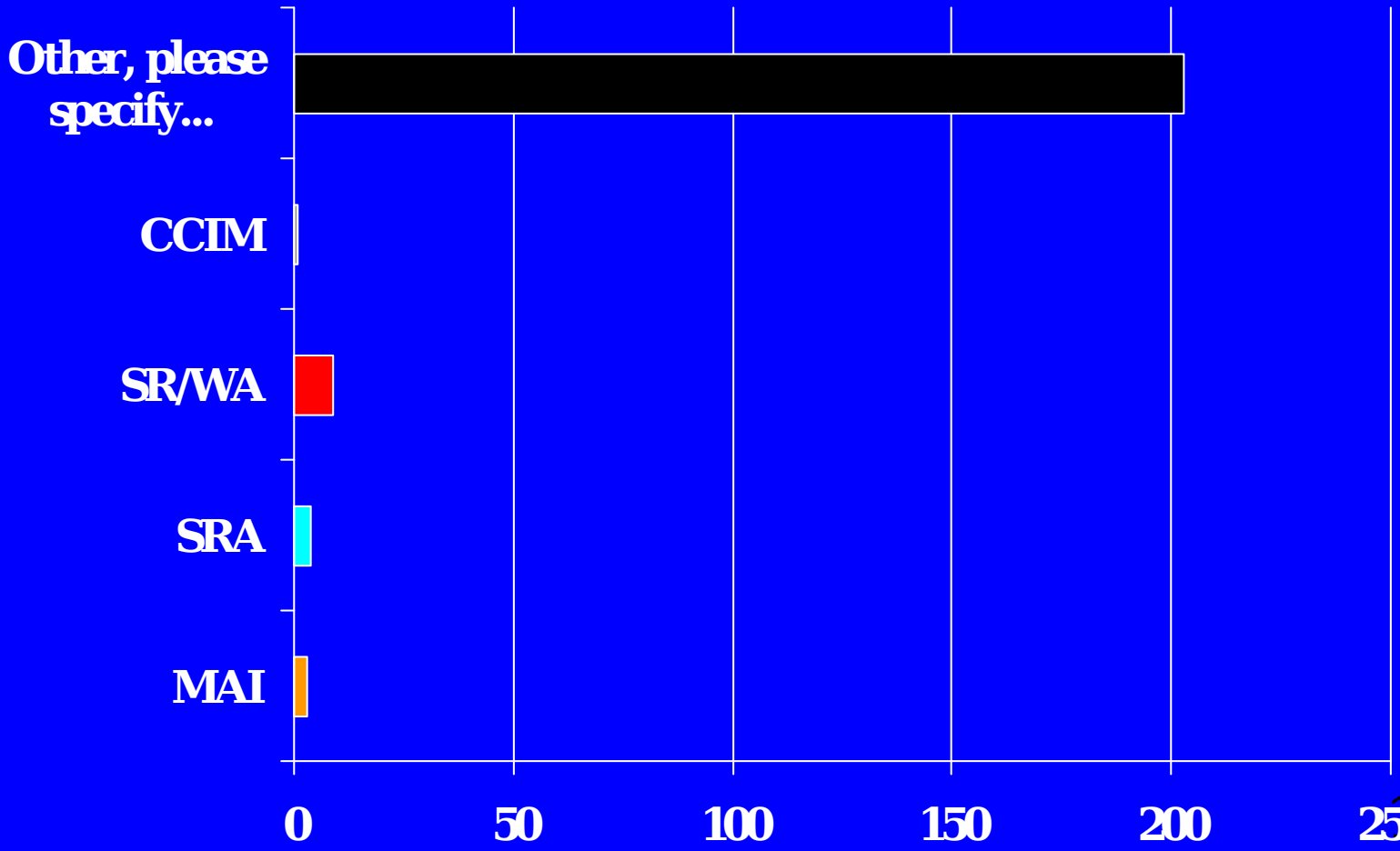
6. Are You a Real Estate Career Intern?



7. What is your highest level of education completed?



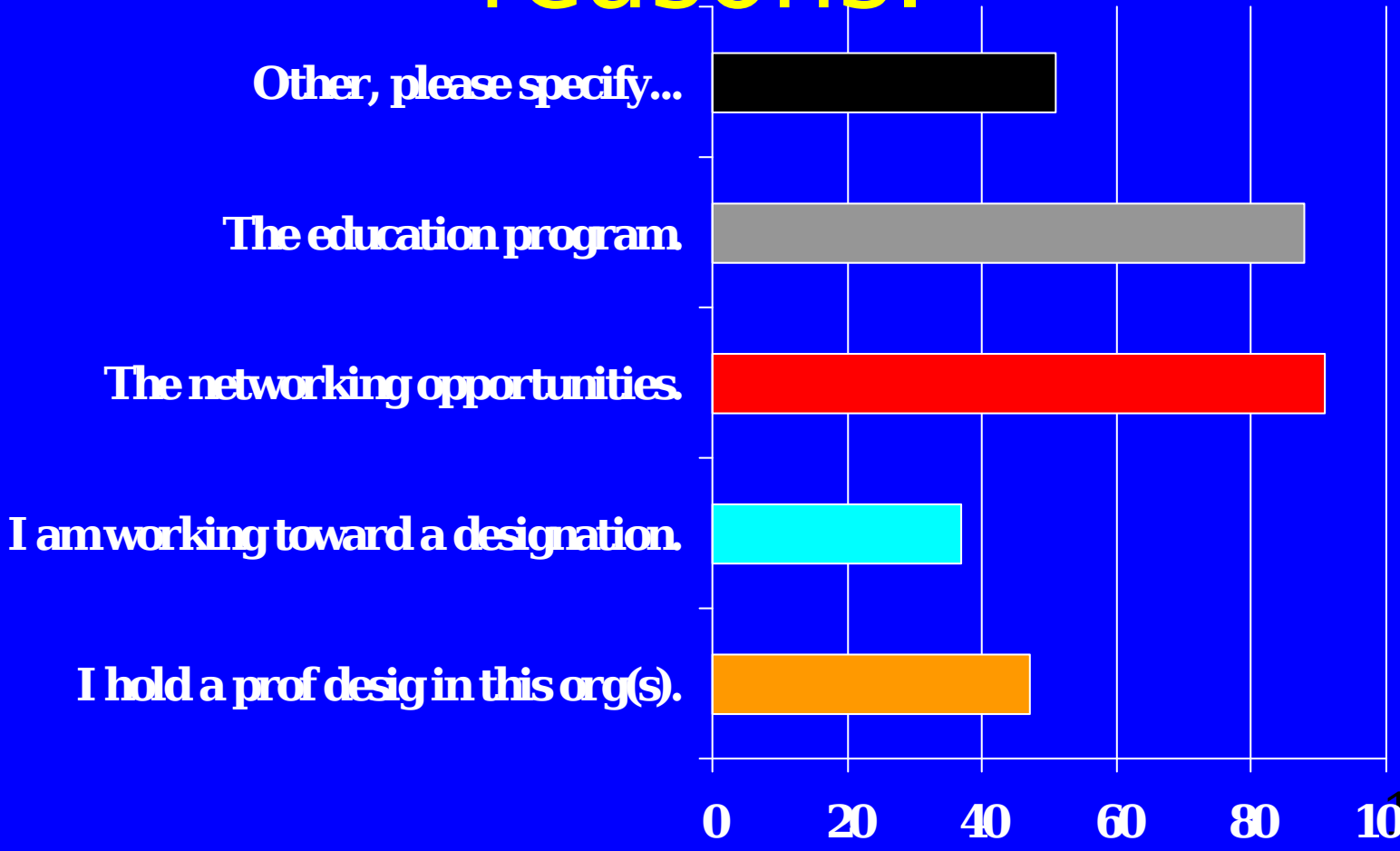
9. If You Currently Hold any Professional Designations / Certifications / Licenses, please indicate which?



Q. 9, Licenses (other)

- **Expected**
  - **Land Surveyor**
  - **Real Estate Salesman**
  - **Attorney**
  - **Forester**
  - **Executive Secretary**
- **Surprises**
  - **Mental Health Counseling**
  - **Missionary**
  - **City Commissioner**
  - **International organization of tectonic geomorphologists**

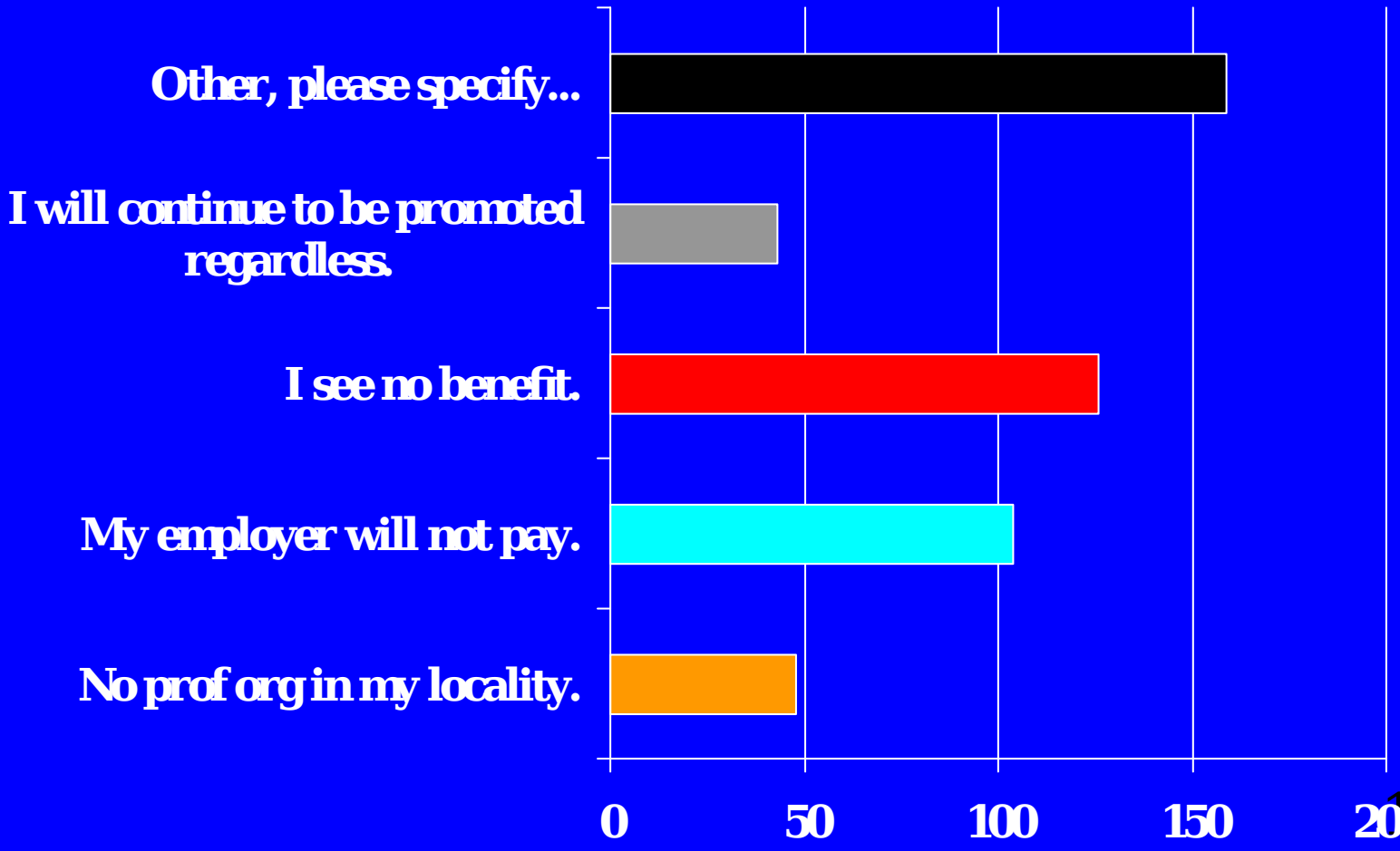
10. If You Joined a Professional Organization, select the 2 most important reasons.



Q. 10, Reasons for Licenses

- **Expected**
  - **Required to practice law**
- **Surprises**
  - **To show support of the Certification of Workforce initiative.**
  - **Civic Duty**

11. If you do not belong to a Professional Organization, what are the 2 primary reasons?

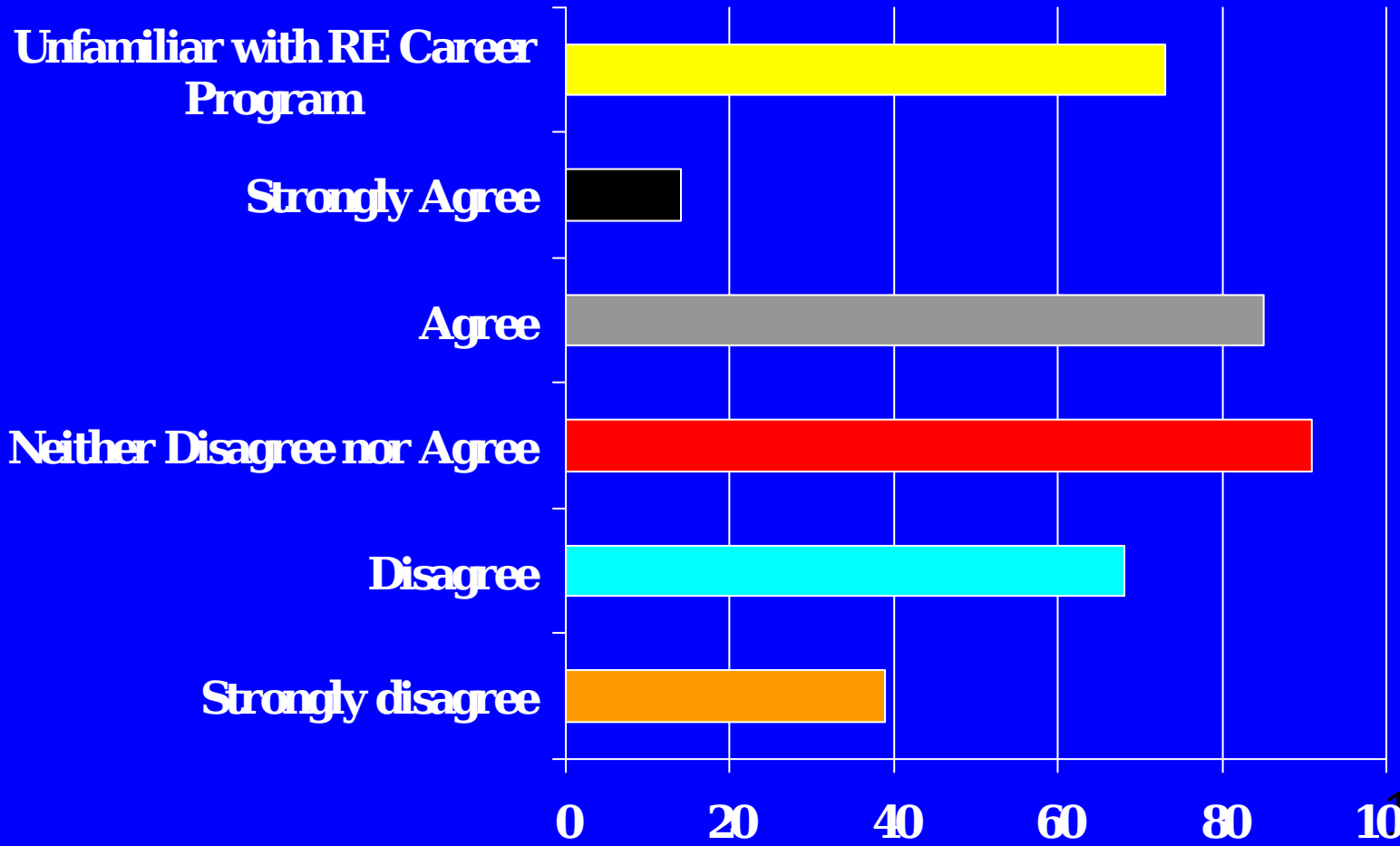


Q. 11, Reasons for Non-Licensing

- **Expected**
  - **I have been working in RE only two months.**
  - **I am too close to retirement**
  - **They are expensive**
  - **I see no benefit**

- **Surprises**
  - **It would be an unnecessary expense to Real Estate**
  - **Too Busy, too many vacancies.**
  - **With condition of my aging parents, I have no personal time**

12.I use the Real Estate Career Program Handbook. (including the Master Training Plan)

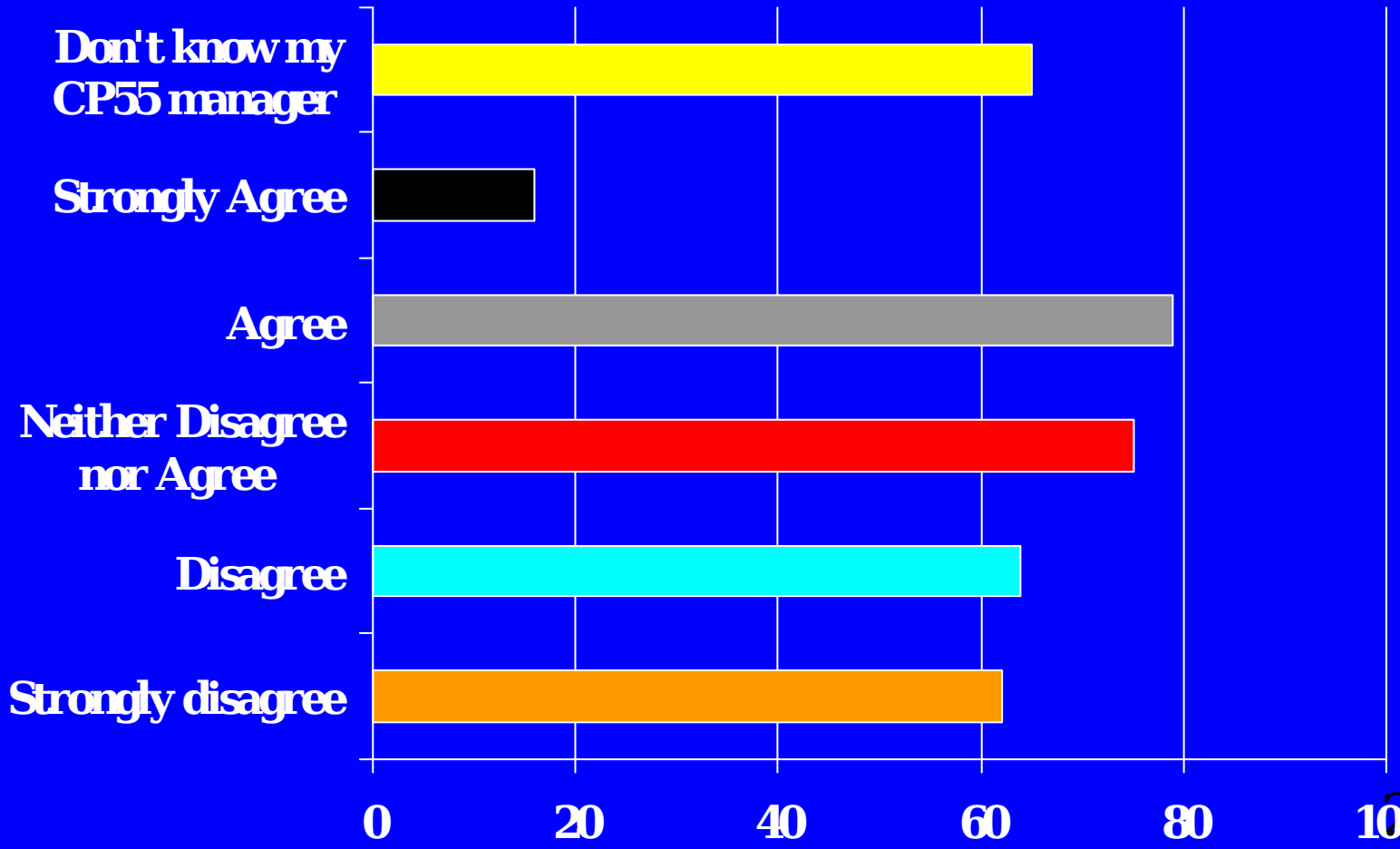


13. Please suggest additional courses for the Master Training Plan.

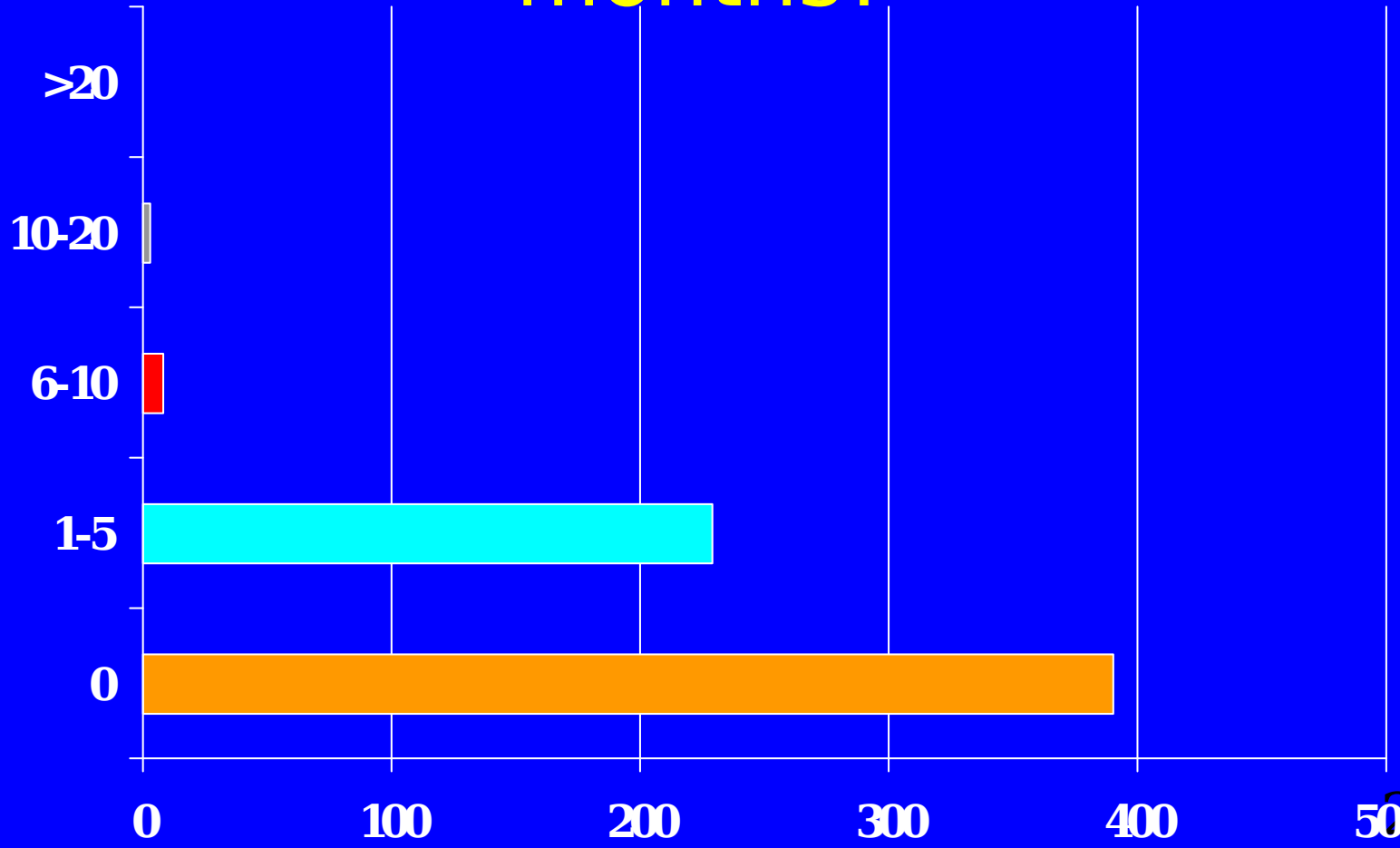
Q. 13, Additional Course Suggestions for Master Training Plan

- **Expected**
  - **PROJECT MANAGEMENT, FINANCIAL MGMT**
  - **Communication Skills for Managers - Public Speaking**
- **Surprises**
  - **Basic environmental, contracting, and budgeting courses**
  - **HOW TO DEVELOP A BACKBONE**
  - **leadership skills for leaders**

14. My CP55 Program Manager Provides me with Career Guidance.



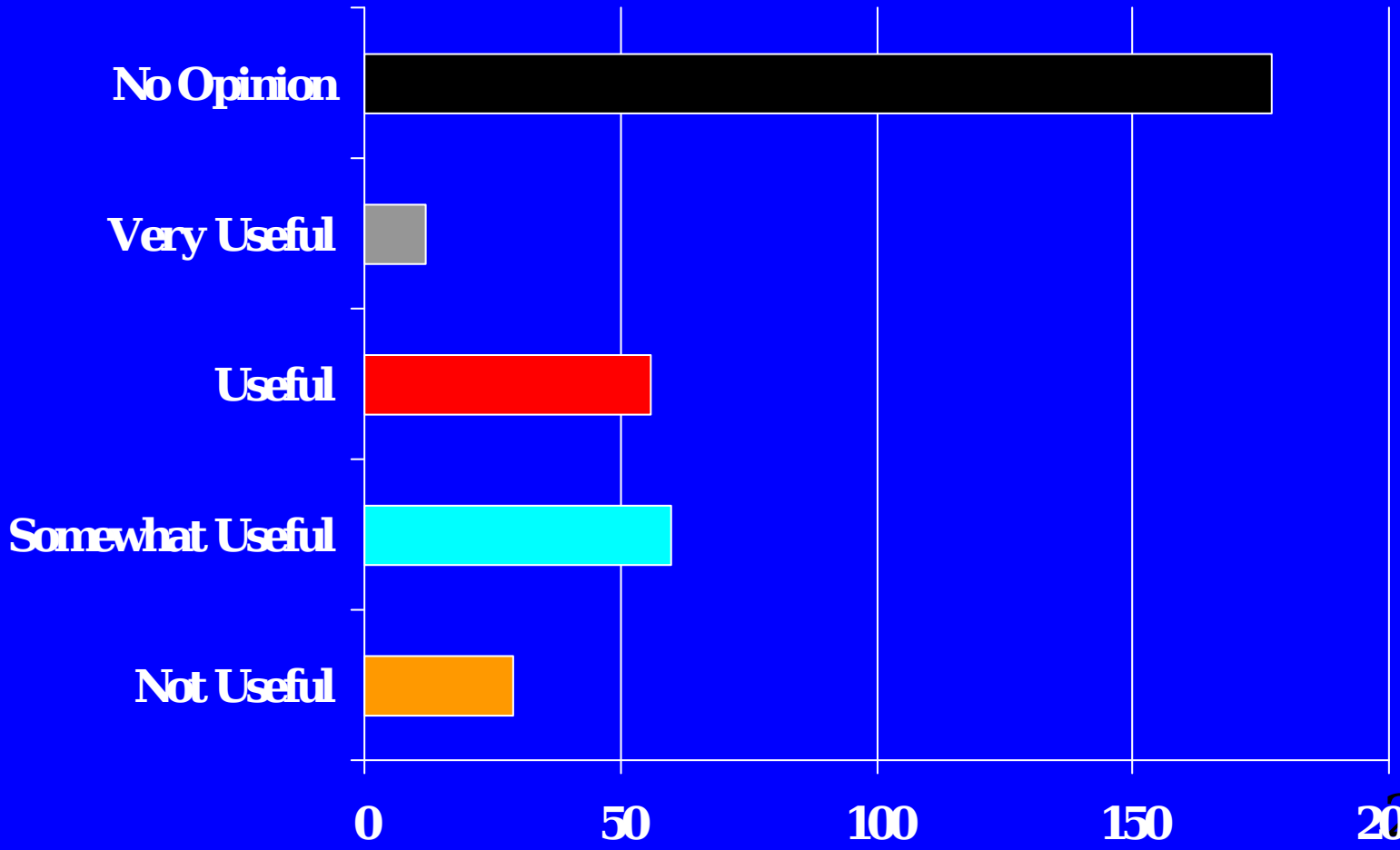
15. How many times have you accessed the Workforce Development Web site in past 6 months?



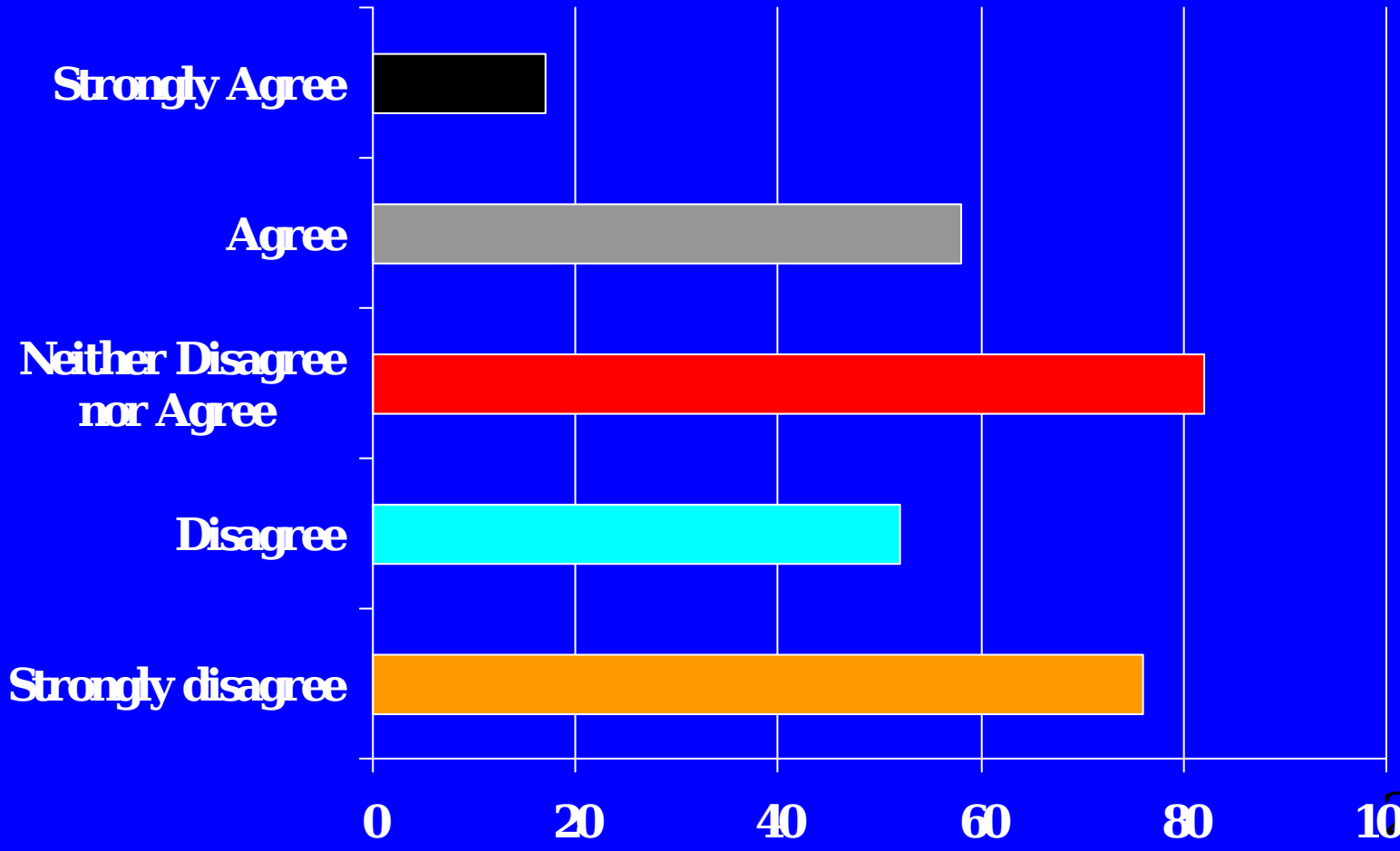
Q. 17,18: What Can be done to Improve the Workforce Development Web Site

- **General**
  - **Make folks aware it exists**
  - **Promote the site. This is the first I have heard of it.**
- **Specifics**
  - **Jobs with other agencies**
  - **case histories biographies of successful RE careerists**
  - **Links to real estate job opportunities in the Corps**

19. How useful do you consider the CP55 Page?



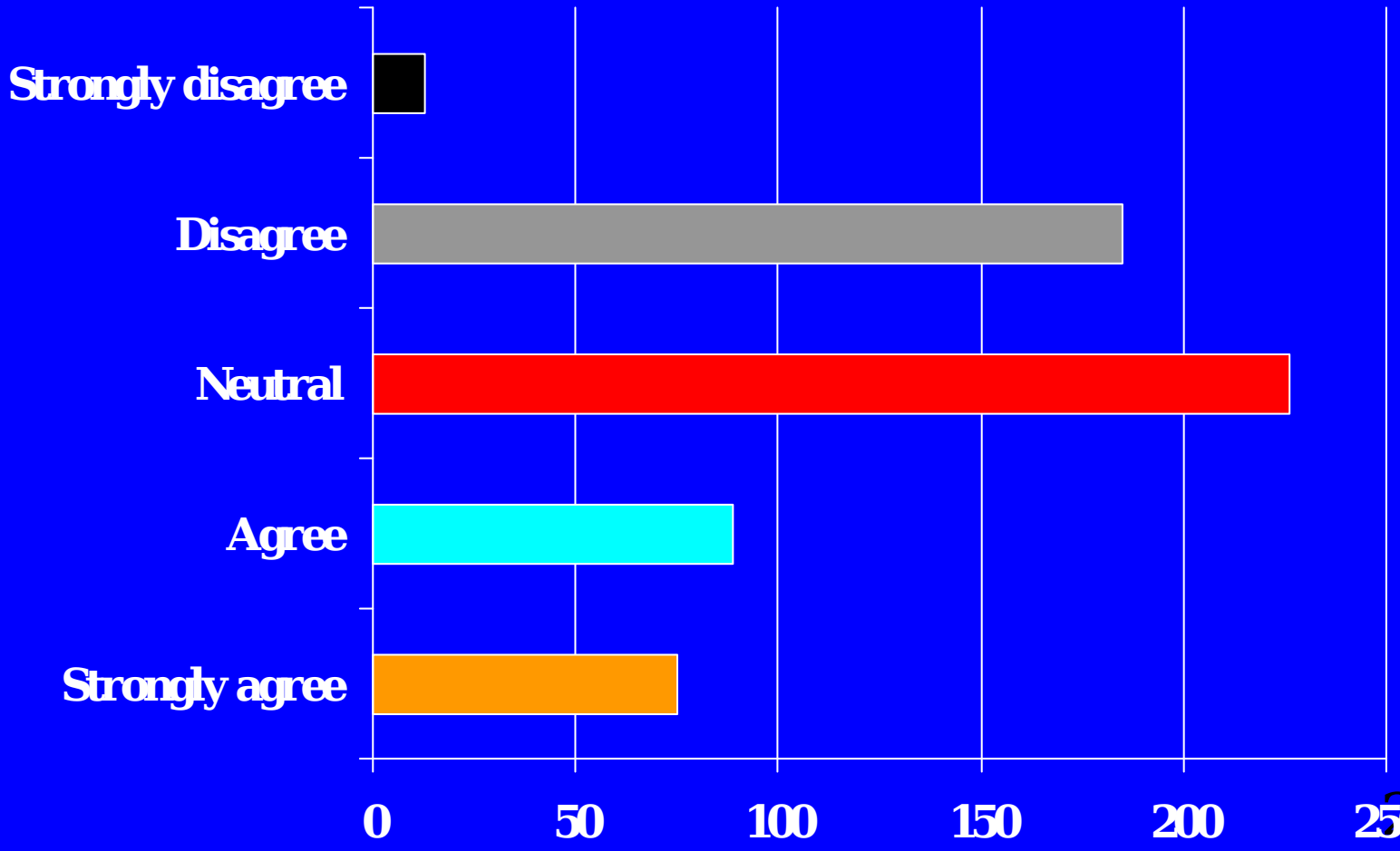
20. (non CP55) My career program manager provides me guidance.



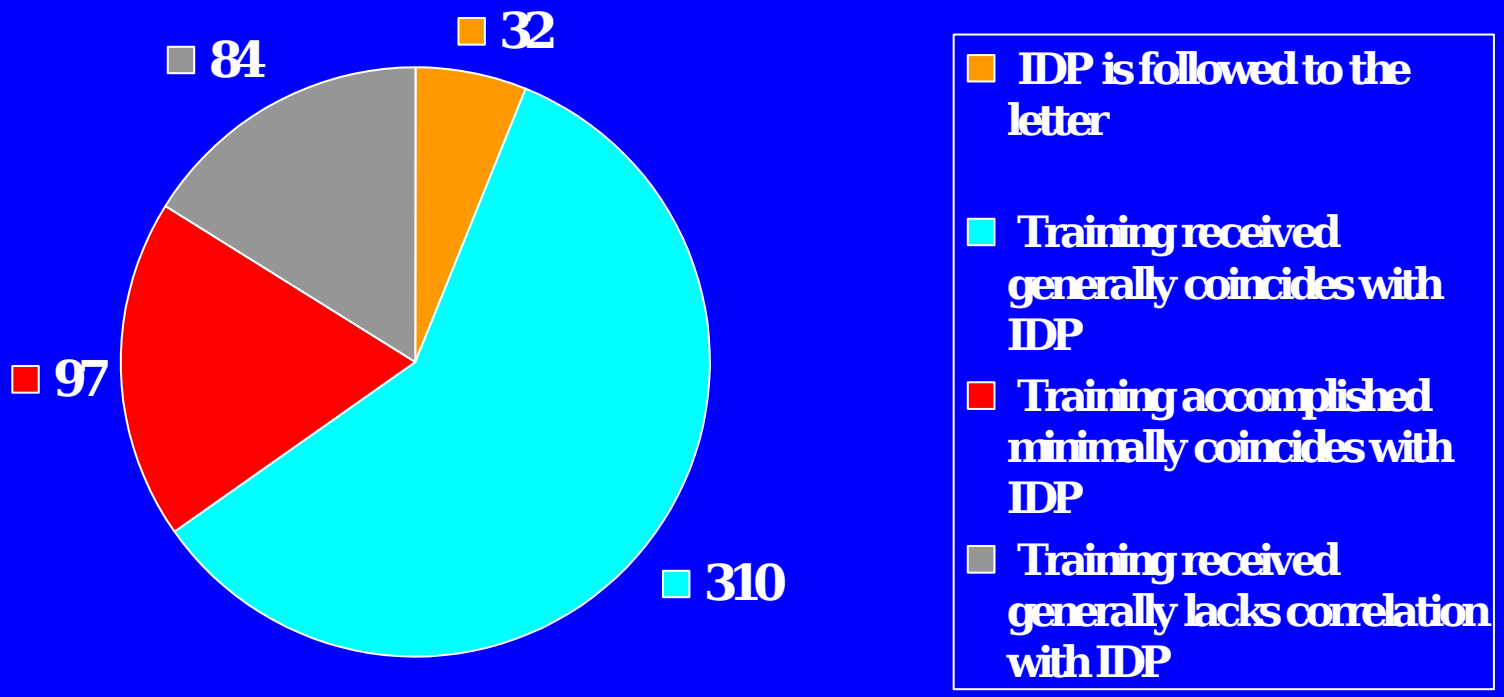
Unexpected Endorsement: I

- "with the Corps for less **than a year. Career development was never addressed in any of my previous jobs. I'm excited to have a little more guidance, hopefully, for the last 10 years of my career.**"

22. I have an IDP that follows the approved plan for my career program.



24. How well does the training received coincide with the IDP?

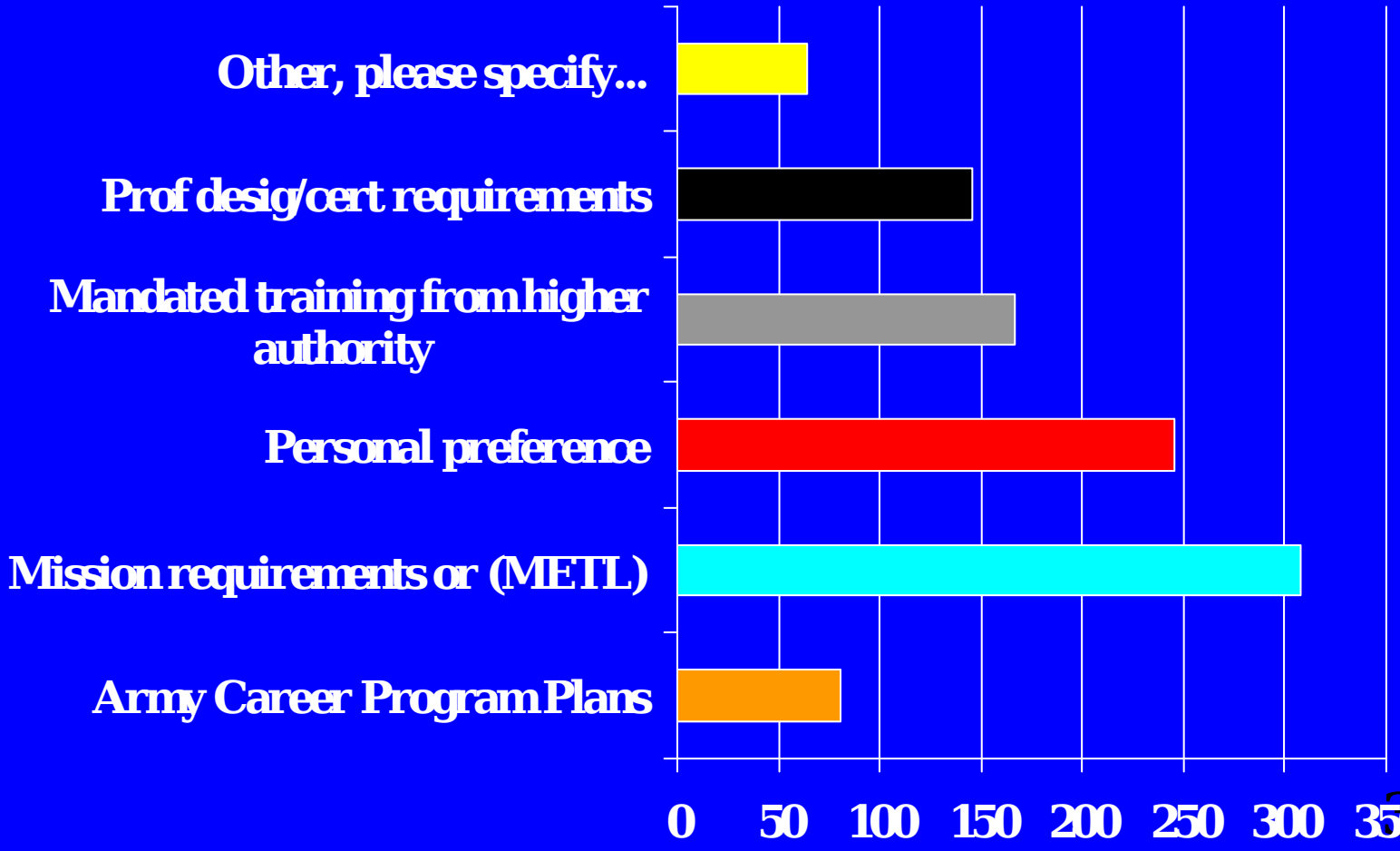


25. What do you feel are the leading impediments to fully following IDPs?

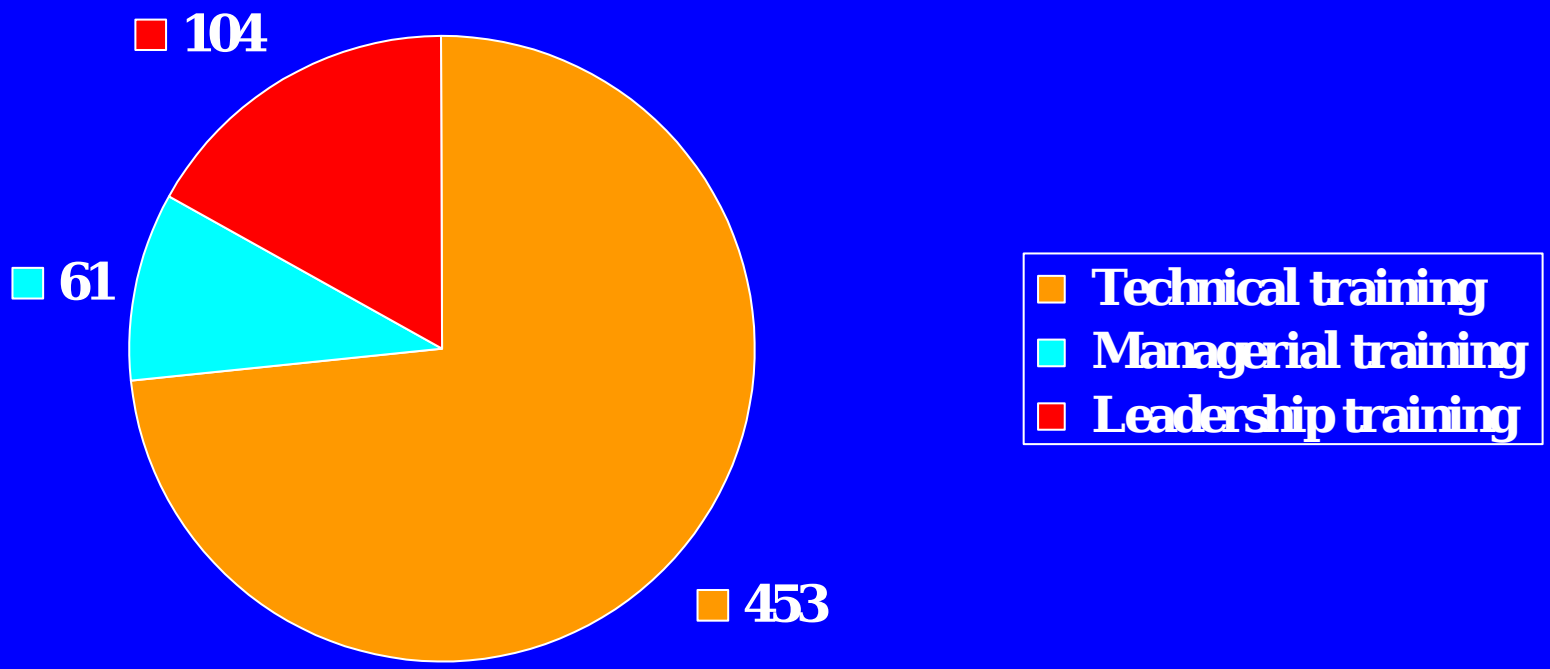
“Communication” Comment

- **“Getting information from top managers as to our status on training courses that have been submitted is like getting top secret information.”**

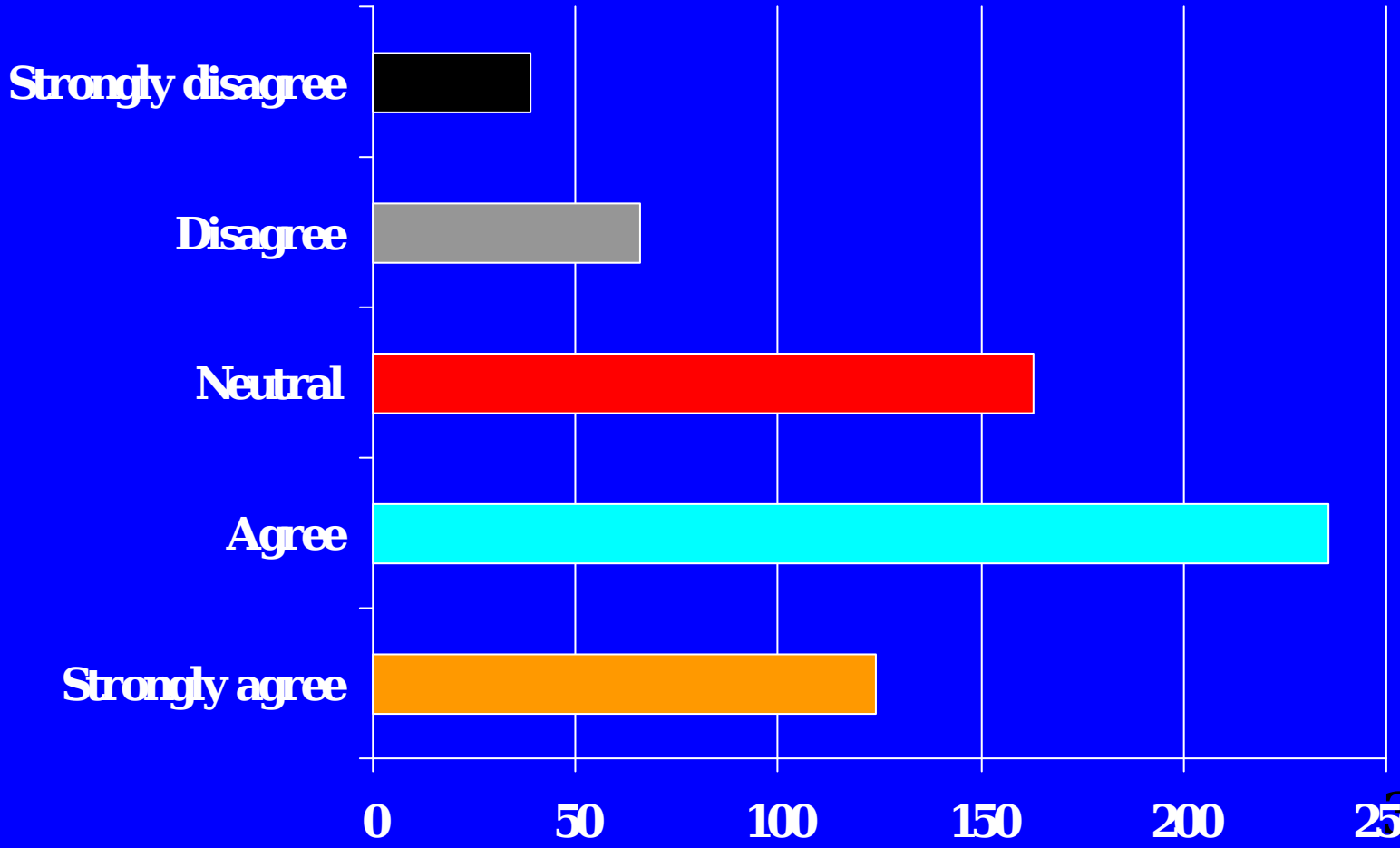
26. Select the top 2 factors that determine your own priorities in creating and following your IDP.



27. Of the 3 categories below, which is most important to success in your current position?



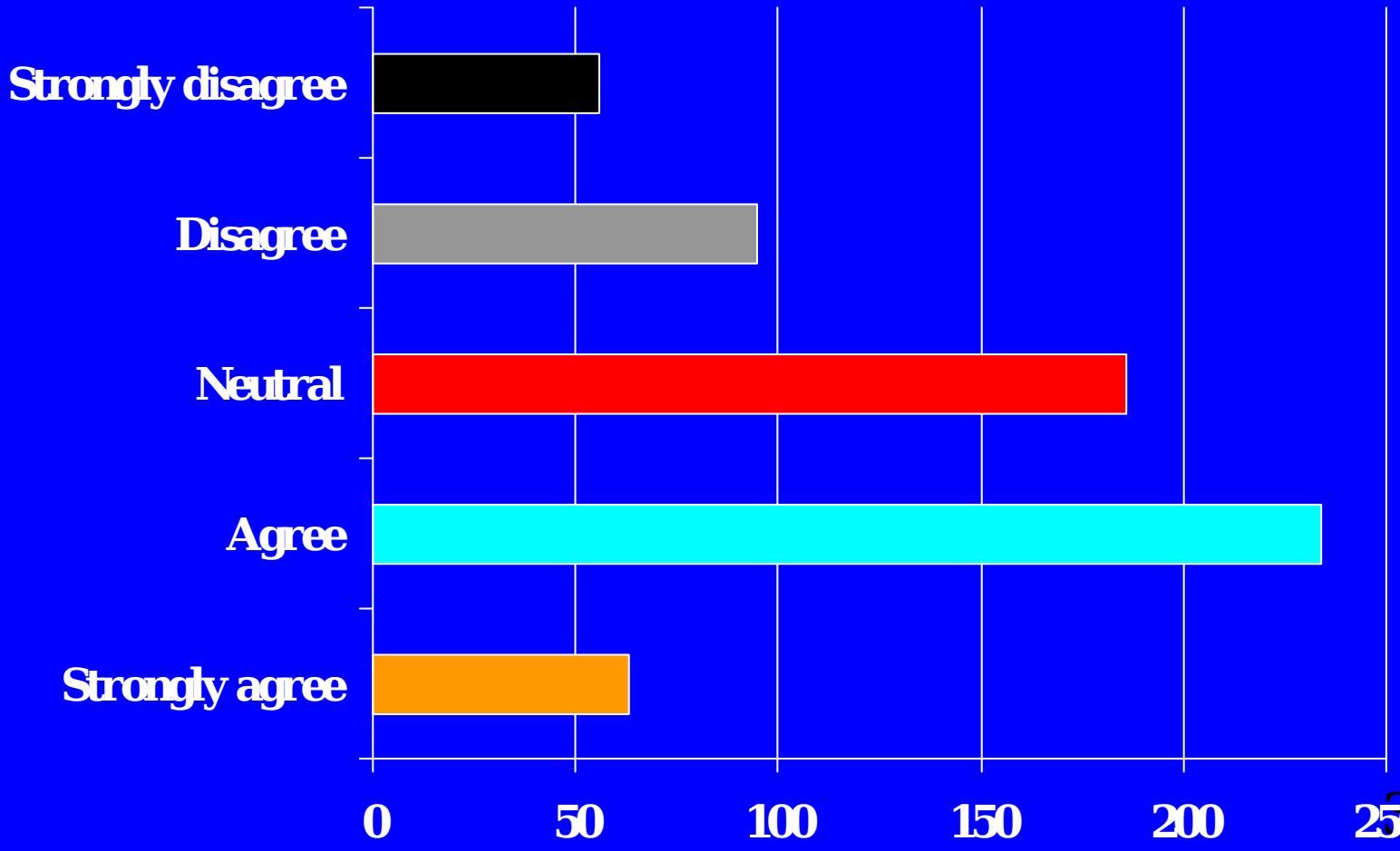
29. I believe leadership development programs will help develop me in my current position.



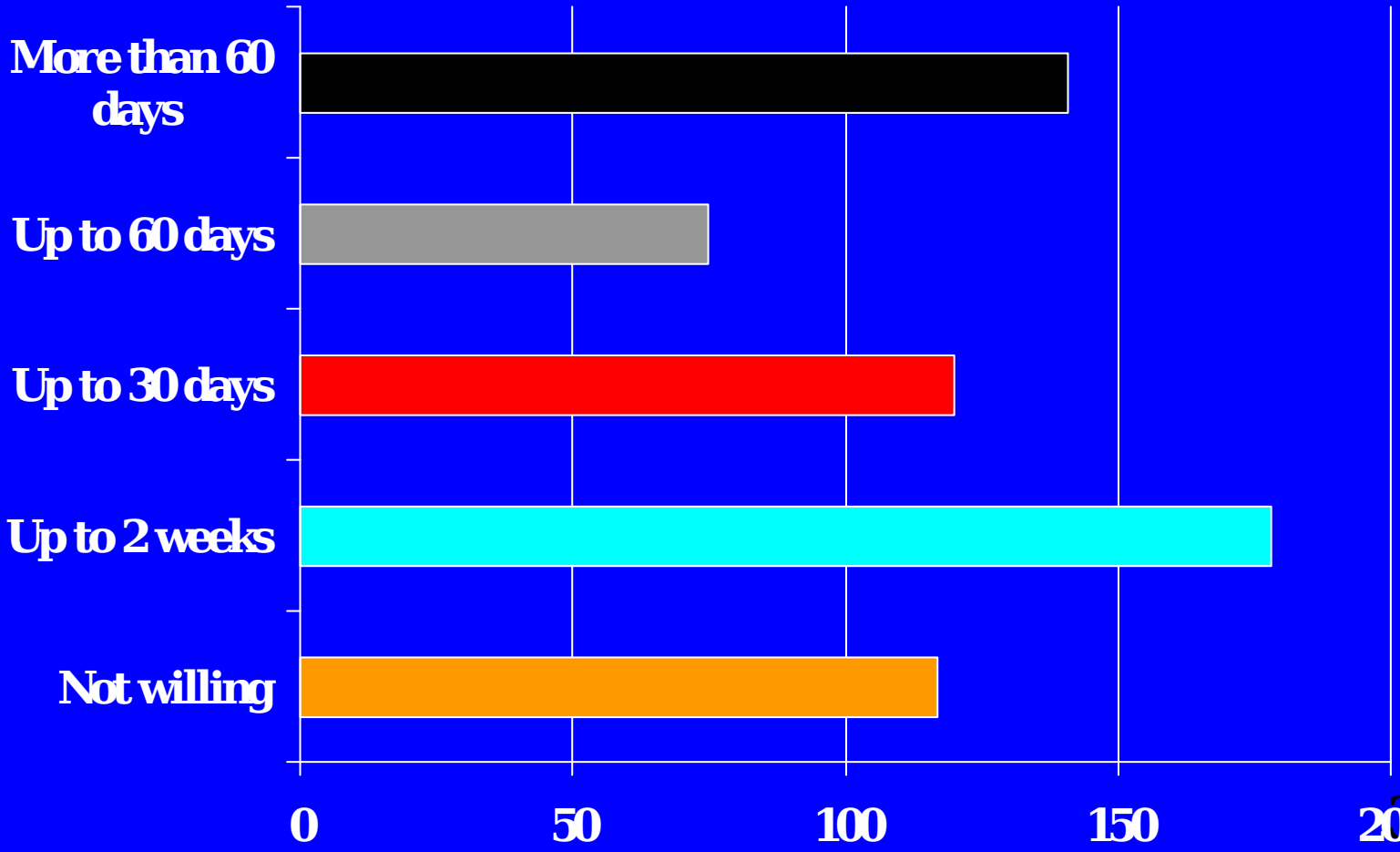
Negative LDP Comment

- **“I have been through LDP. The time is not worth the expense to the Corps. It turns into a lot of field trips and time away from the office. If this is what we "training our leaders to emulate- to become "frequent "travelers.”**

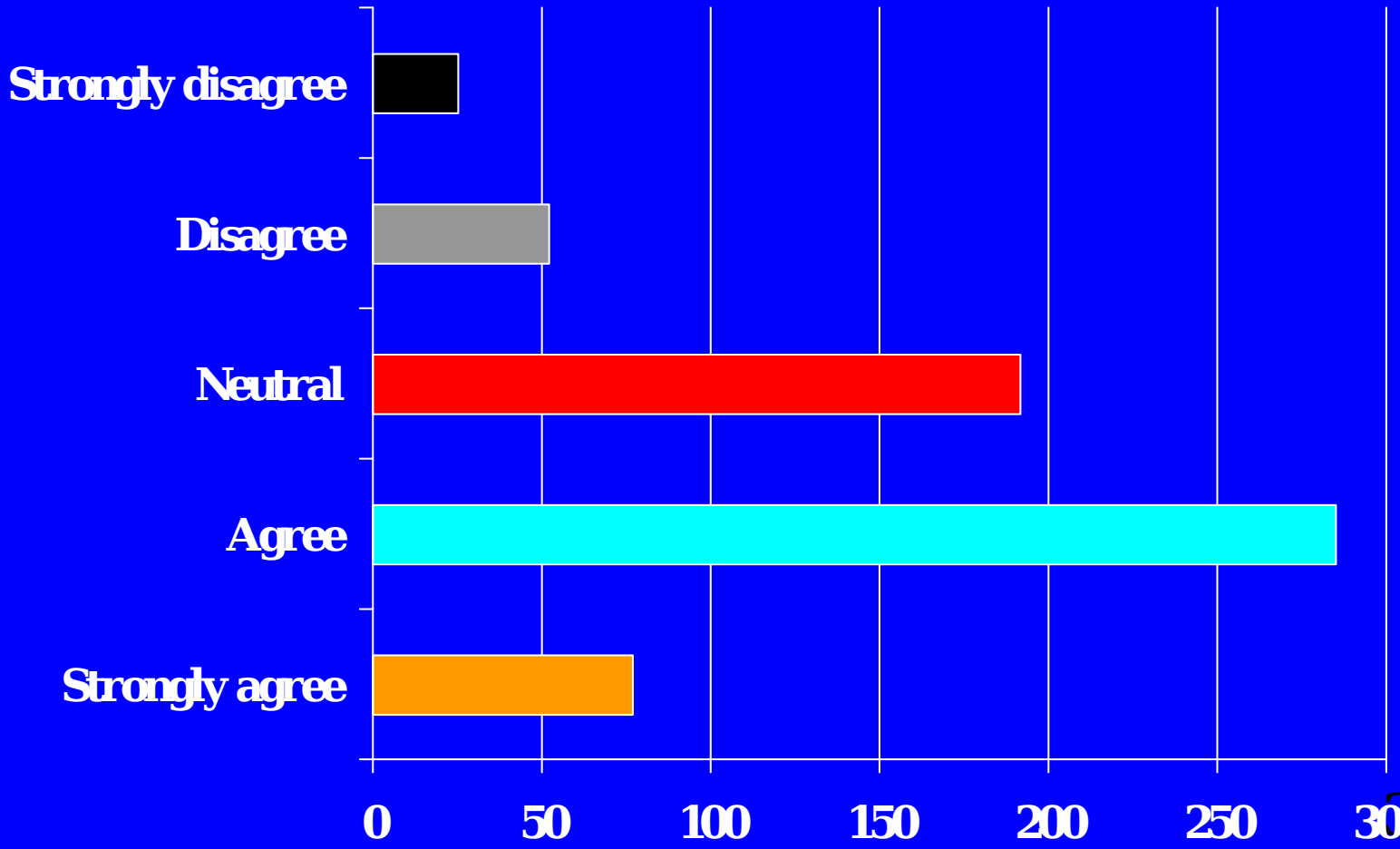
31. Management supports developmental assignments and cross-training.



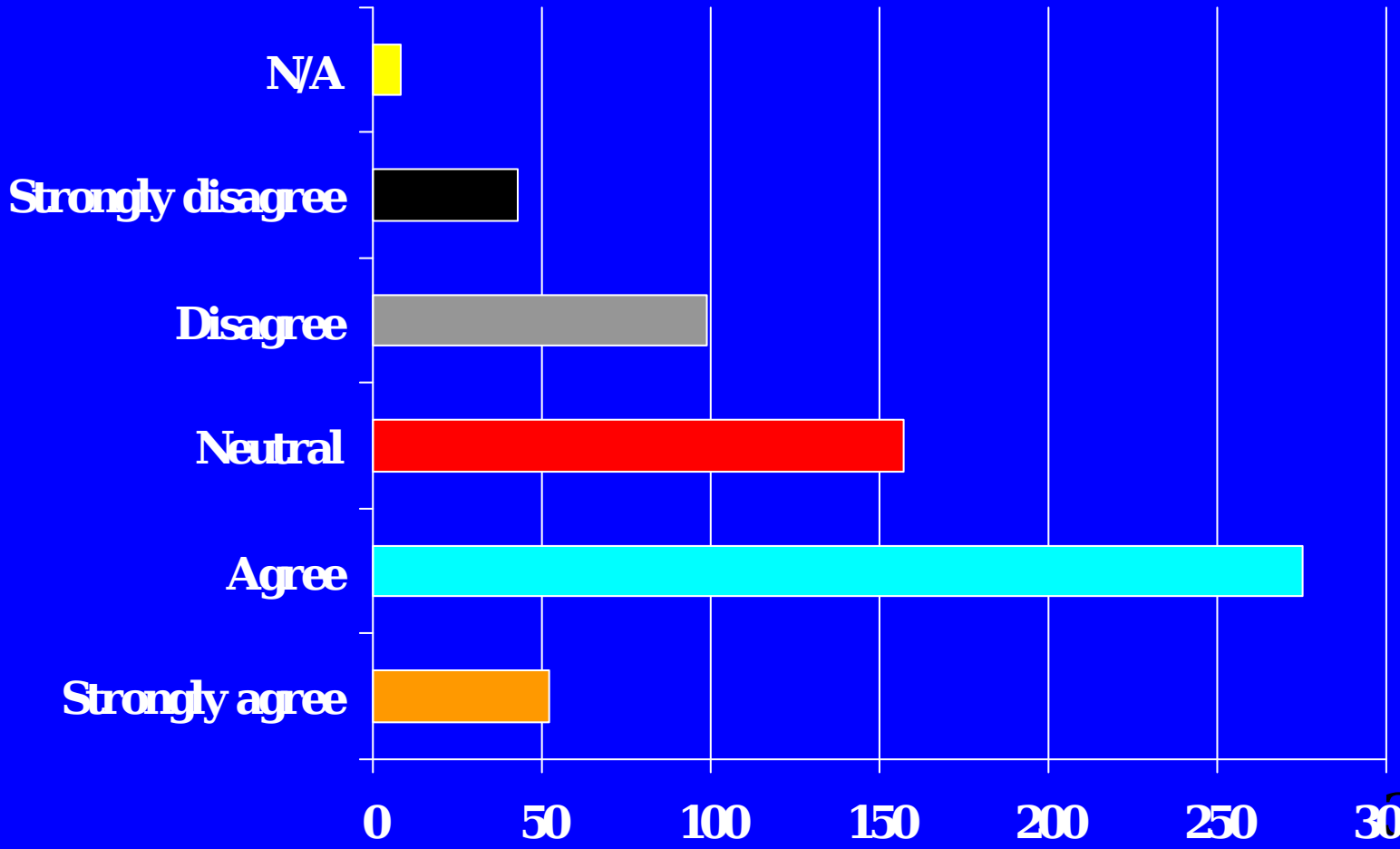
32. I am willing to be on TDY for a developmental assignment for:



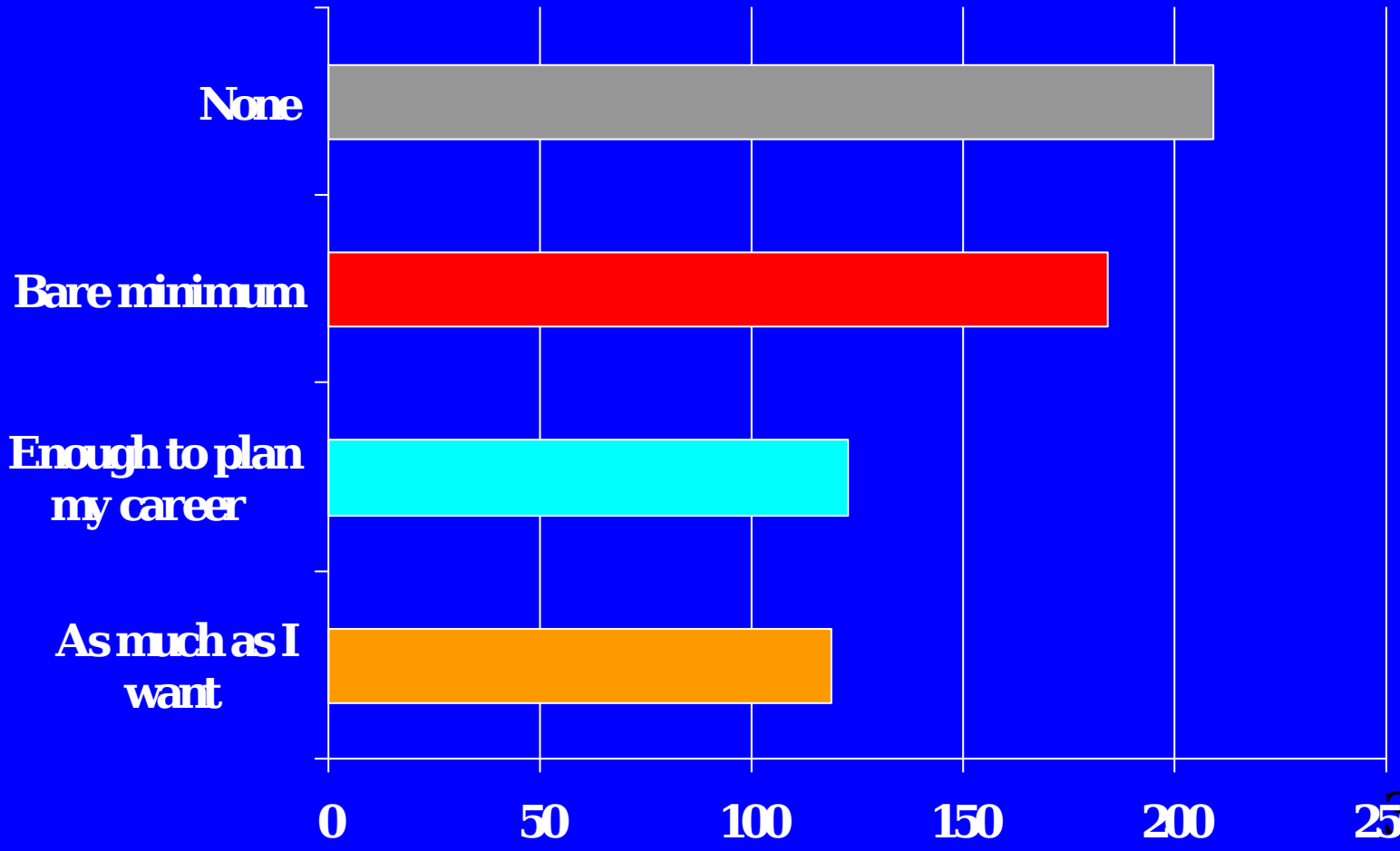
33. Management supports leadership development programs.



35. My organization funds my training when I need it.



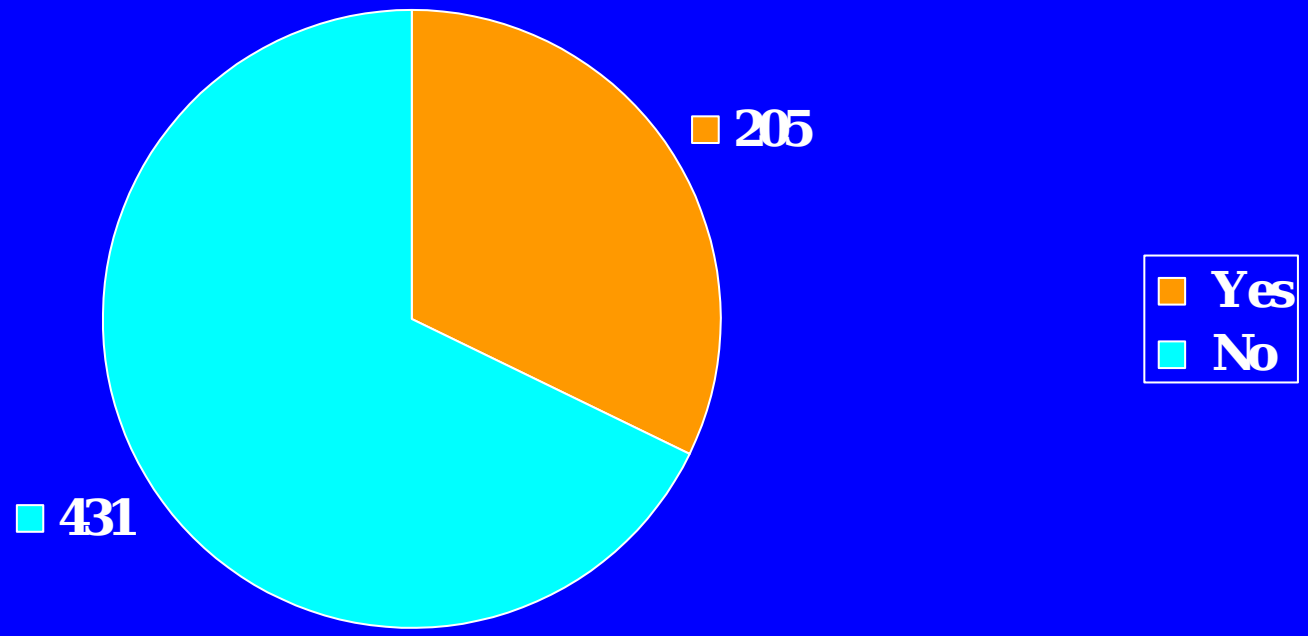
38. Identify the level of career counseling that you currently receive.



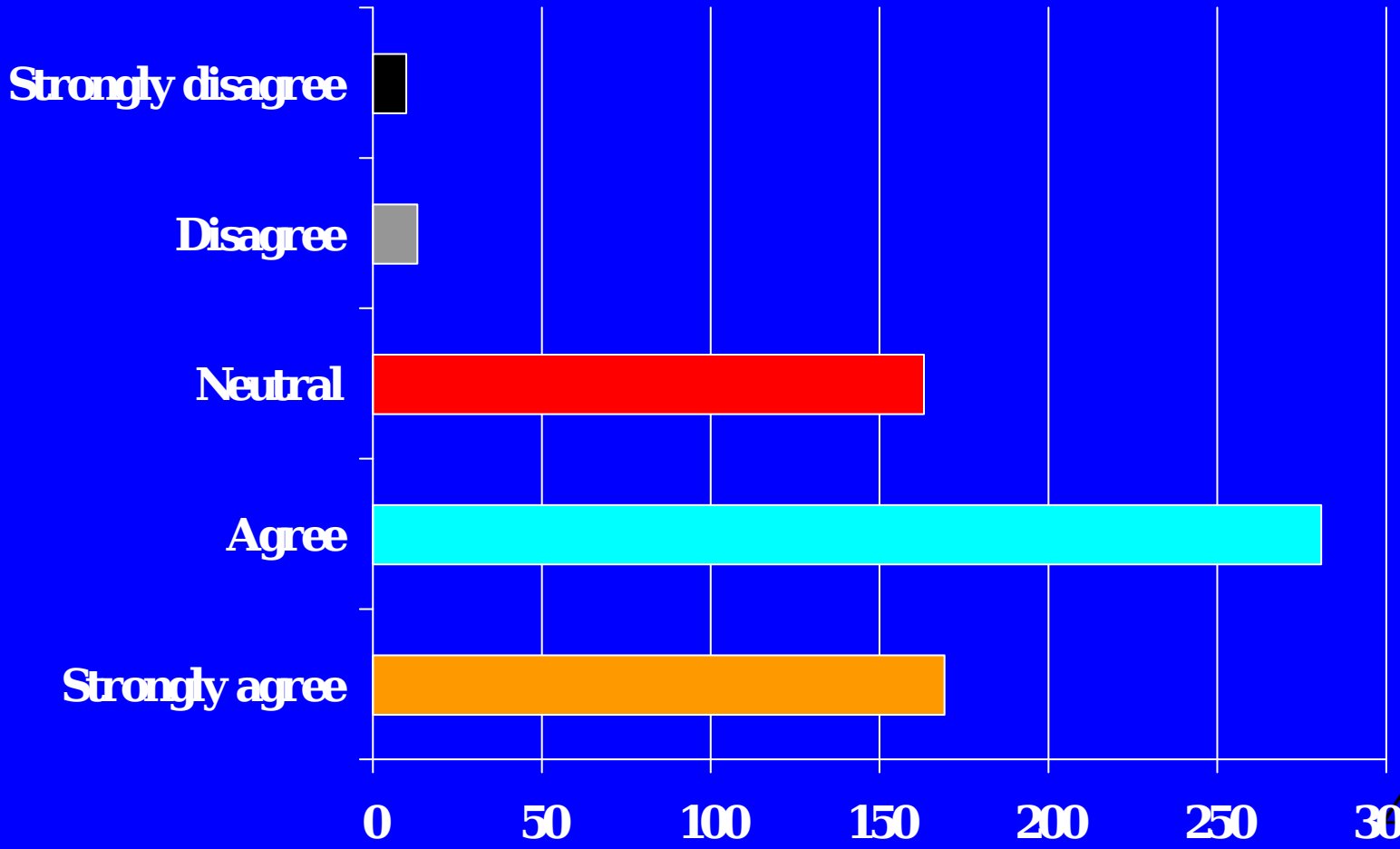
Relationships Quote

- **“I'VE NEVER HAD A CAREER PROGRAM MANAGER OR MENTOR AND I NEVER HEARD OF THE MISSION ESSENTIAL TASK LIST OR WORKFORCE DEVELOPMENT WEBSITE OR R.E. CAREER PROGRAM HANDBOOK UNTIL I SAW THIS SURVEY. I DIDN'T KNOW I WAS IN THE CAREER PROGRAM UNTIL I SAW THIS SURVEY. ALL THIS IS UNDERSTANDABLE IF I JUST STARTED, BUT I'VE BEEN IN THE R.E. DIV. FOR 16 YEARS.”**

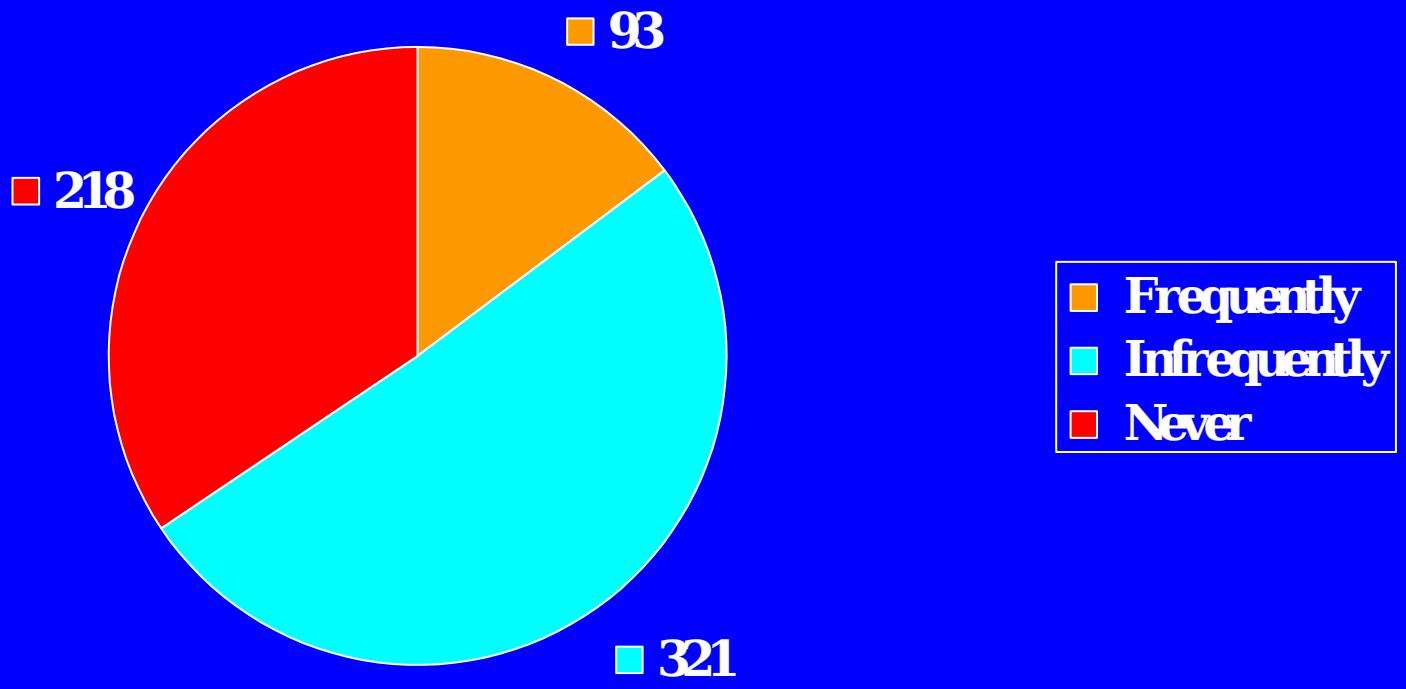
39. Do you have someone you consider a mentor?



40. A mentor enhances career development.



41. Other than IDP or TAPES discussions, I seek career development information and guidance from my leaders:



Assorted Interesting Comments

- **“My supervisor has been ACTING for 9 YEARS. Is this career development? or manipulation?”**
- **“It seems I am an alien.”**
- **“REAL ESTATE ATTORNEYS IN THE CORPS OF ENGINEERS DO NOT HAVE CAREERS - THEY HAVE JOBS.”**

Unexpected Revelation

- **“HAVE AN E-MAIL IN FRONT OF ME NOW, WHICH I'M SENDING TO MY ATTORNEY, AT THIS PRESENT MOMENT, WHERE SHE INDICATED, IF YOU DO NOT WANT TO WORK HERE, PLS. RELAY THAT INFO. TO US, WE WILL PROCESS THE PAPERS ACCORDINGLY.”**

Some Conclusions

- Top-Level Career Management Concepts Applied Unevenly
- Corps Real Estate Community is Very Diverse
- Career Development Desired at All Levels